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# **Utilization of Pregnant Enlisted Women Transferred Off Ships**

**Marie D. Thomas**

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January 1994

## Utilization of Pregnant Enlisted Women Transferred Off Ships

Marie D. Thomas

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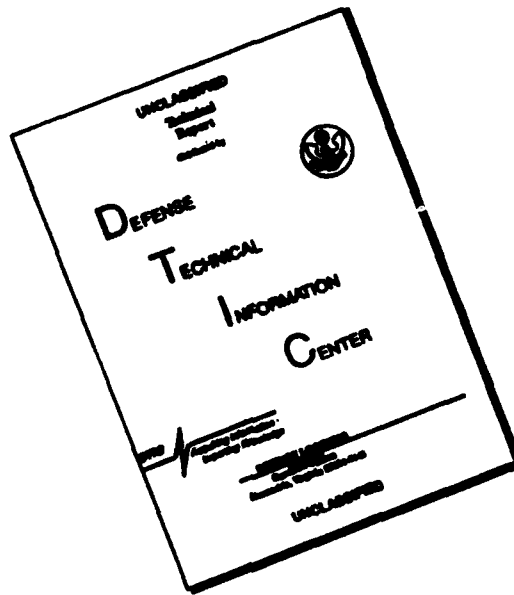
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## **Foreword**

This report is the result of a 1-year study investigating how women who are transferred off ships due to pregnancy are utilized at shore commands. The findings and recommendations are for the use of the Chief of Naval Personnel (PERS-00W).

The effort was sponsored by PERS-00W within the Program Element 0605152N, Work Unit 0605152N.R2097 (Studies and Analysis Program). The results are expected to benefit the Navy by providing information needed to better utilize pregnant women at shore commands.

The author wishes to thank the points of contact at each command who made arrangements for conducting interviews and surveys, and all personnel who participated in the study. She is indebted to Dr. Maurice St. Pierre of Morgan State University who, as a U.S. Navy-American Society for Engineering Education Summer Faculty Fellow, helped conduct the first set of interviews. The author also thanks Zannette Perry and Kristin David for their help with data input and analysis. Special thanks go to Patricia J. Thomas for the many interviews she performed as well as for her helpful comments on this manuscript.

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## **Summary**

### **Problem**

Women who become pregnant while on sea duty must be transferred to shore commands by the end of the 20th week of pregnancy. Concern has been expressed that these pregnant women cannot be utilized appropriately at the shore commands to which they are transferred because of restrictions on the tasks they can perform.

### **Purpose**

The purpose of this study was to determine how shore commands utilize women who are transferred off ships because of pregnancy.

### **Approach**

Commands that often receive women who are transferred off ships due to pregnancy were identified; shore intermediate maintenance activities (SIMAs), naval stations, a naval air station, and a naval amphibious base were selected to participate in the study. A structured interview was used to collect data from supervisors of enlisted women who had transferred from afloat commands to shore activities due to pregnancy. In addition, women who transferred off ships due to pregnancy, and who were pregnant at the time of the study, completed a short survey.

### **Findings**

1. At every activity, some effort was made to assign pregnant women to jobs appropriate for their ratings. For women in sea-intensive ratings, SIMAs would most likely achieve this goal because of the preponderance of billets for these ratings. However, many appropriate tasks were off-limits to pregnant women because of hazards.
2. At the time of the survey, about half the pregnant women were assigned to a work center that allowed them to perform appropriate tasks for their rating. Women in shore-intensive ratings were easier to assign to appropriate tasks than were those in sea-intensive ratings.
3. A substantial proportion of the pregnant women were E-3 and below. Nonrated personnel were sometimes difficult to place, especially if they did not have clerical skills.
4. Most pregnant women were not simply doing "busy-work"; supervisors felt that whatever the job performed, pregnant women were useful to the work center.
5. After convalescent leave, women generally returned to the work center to which they had been assigned while pregnant. Most continued to perform the same tasks after giving birth that they had performed before the birth.
6. Supervisors estimated that about half the women in their work center returned to sea duty 4 months after giving birth. About half the pregnant women surveyed expected to return to sea duty after their shore time was up.

7. At the work center level, supervisors seemed to appreciate the pregnant women they encountered. Few women reported negative treatment from their supervisors or coworkers.

8. Command "philosophy" about pregnant women who had been transferred off ships varied. Some commands welcomed the extra sailors, especially commands that were short-handed due to civilian hiring freezes. Other commands viewed such women as a burden.

### **Conclusions**

1. Pregnant women are not disrupting work centers, and they probably contribute to the missions of the commands to which they are transferred.

2. Women transferred from ships due to pregnancy are, in general, well utilized at the shore commands to which they are transferred. Personnel responsible for assigning these women to departments and divisions attempt to assign by rating whenever possible.

3. Pregnant women in shore-intensive ratings are the easiest to assign to appropriate jobs and can be transferred to a variety of command types; women in sea-intensive ratings are best utilized at SIMAs.

4. After convalescent leave, most women continue working in the jobs to which they were assigned while pregnant.

### **Recommendations**

1. Women in sea-intensive ratings should be assigned to SIMAs, if possible.

2. Certain jobs, particularly at SIMAs, may not be hazardous to pregnant women, but cautious commands avoid placing pregnant women into these environments. Occupational health specialists should evaluate jobs at SIMAs to decide which are appropriate for pregnant women.

3. When possible, women who have returned from convalescent leave should be placed in rating-appropriate jobs.

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## Introduction

Recent events (e.g., the Persian Gulf War, the Presidential Commission on the Assignment of Women in the Armed Services) have reactivated debates about expanding women's roles in the military. Critics often focus on pregnancy as a reason for not further increasing women's participation in the military. The perceptions that pregnancy is rampant, causes women to lose excessive time from their job, and impacts negatively on work groups appear to be widespread. However, Navy-wide surveys indicate that the point-in time pregnancy rate is less than 9% (M. D. Thomas & P. J. Thomas, 1993; P. J. Thomas & Edwards, 1989). Recent work has suggested that in most Navy settings, women do not lose more time than do men (P. J. Thomas, M. D. Thomas, & Robertson, 1993), even when pregnancy and convalescent leave are considered. In addition, M. D. Thomas, P. J. Thomas, and McClintock (1991) found that, within Navy work centers, most supervisors and coworkers responded positively to pregnant women.

Another concern is that pregnant sailors are of limited use to their work centers because they are restricted in terms of the tasks they can perform. For example, pregnant women must be barred from tasks involving physical or chemical hazards. Specific pregnancy policies govern the treatment of pregnant women aboard ship. A ship's commanding officer might decide that potential exposure to hazards or toxins in the work center warrants immediate transfer of a pregnant woman to a shore command, creating an unanticipated loss. If the woman is not transferred immediately, she might be prevented from performing tasks appropriate to her rating. Moreover, ships lose such women by the end of the 20th week of pregnancy at the latest; the shipboard environment itself is considered too hazardous for pregnant women beyond this point.

When the restriction on the assignment of women to combatant ships is lifted, the number of women at sea will increase. Presumably, a corresponding increase in the number of pregnant women who are transferred from ships to shore commands would occur. It is, therefore, important to determine whether women who become pregnant while on sea duty are appropriately utilized at the shore commands to which they transfer. To interpret research on how these women are utilized, an understanding of the restrictions in the Navy's pregnancy policy is necessary.

### Navy Pregnancy Policy

OPNAVINST 6000.1 (Department of Navy, 1985) and OPNAVINST 6000.1A (Department of Navy, 1989) detail the responsibilities of the commanding officer, pregnant servicewoman, health-care provider, and occupational health specialist in the management of pregnancy in the Navy workplace. Because Navy pregnancy policy must cover many different types of work centers, it is vague about specific tasks that pregnant women can and cannot perform. The policy leaves much of the decision about job hazards to occupational health specialists. As this paper focuses on women who became pregnant while assigned to a ship, the following discussion will consider the sections of OPNAVINST 6000.1A that are relevant to sea duty.

According to both instructions, pregnant women must be reassigned ashore by the end of the 20th week of pregnancy. OPNAVINST 6000.1 (Department of Navy, 1985) stated that a pregnant woman cannot remain aboard ship if the ship is underway at any time during the pregnancy. OPNAVINST 6000.1A amended this policy by stating that pregnant women can remain aboard ship if evacuation to a medical facility capable of treating obstetric emergencies can be managed in less than 3 hours. A more recent directive (NAVOP 030/90, 29 March 1990) extended this time to 6 hours. Therefore, short ship evolutions would not require that pregnant women be put ashore.

However, long deployments would necessitate that all pregnant women be reassigned to shore commands.

While the point in pregnancy at which women are transferred off ships might differ, all women who become pregnant while on sea duty are assigned to a shore station for part of their pregnancy. After giving birth, women have 42 days convalescent leave. Shipboard assignment is deferred until 4 months after delivery, at which time the woman should expect to complete her sea tour. Therefore, shore commands receiving pregnant women from ships usually have them for a period of 8 to 9 months: 4 to 5 months during their pregnancy, 6 weeks of convalescent leave, and for approximately 10 weeks until they are reassigned to sea duty.

### **Shore Tours of Pregnant Women From Ships**

When transferred from ships, pregnant women typically are assigned to shore commands in the vicinity of their ship's port. Transfers within a geographic area where ships are home ported reduce the cost of permanent change of station (PCS) moves, since another move back to sea duty normally occurs within a year (Newell & P. J. Thomas, 1993). Shore intermediate maintenance activities (SIMAs), naval stations (NAVSTAs), naval air stations (NASs), and naval amphibious bases (NABs) often receive pregnant women from nearby ships. These are large commands that can absorb general detail (nonrated) personnel, and they often receive sailors on limited duty status. In addition, SIMAs are industrial-type commands that require personnel with skills similar to those utilized in destroyer tenders, submarine tenders, and repair ships.<sup>1</sup> At SIMAs, therefore, women in sea-intensive ratings could perform jobs for which they have been trained. However, hazards in the ship environment limit what such women can do while pregnant.

Pregnant women assigned to shore stations generally are "in excess" and do not count against an activity's manning availability. Thus, commands receiving pregnant women are not deprived of a sailor who is fit for full duty.

### **Purpose**

The purpose of this study was to gather data about how shore commands utilize women who transfer off ships because of pregnancy. The study attempted to answer three questions: (1) What factors are considered when pregnant women are assigned to jobs and specific tasks at the commands to which they are transferred? (2) Are women who are transferred from ships due to pregnancy utilized appropriately at shore commands? and (3) What happens to these women after convalescent leave (i.e., do their tasks change once they are no longer pregnant)? In addition, supervisors and other command personnel were asked to evaluate the usefulness of pregnant women transferred from ships.

## **Approach**

### **Description of Instruments**

A structured interview was used to collect data from supervisors of enlisted women who transferred from afloat commands to shore activities due to pregnancy. In addition, women who transferred off ships due to pregnancy, and were pregnant at the time of the study, completed a short survey.

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<sup>1</sup>The majority of women afloat are assigned to these large non-combatant ships.

### **Supervisor Interview**

A structured interview was designed for use with supervisors of pregnant women. The interview was developed and pilot-tested at a San Diego shore command that regularly receives large numbers of pregnant women transferred off ships. Most of the interview consisted of questions about the performance of currently pregnant women in the work center. Of greatest interest was whether each woman was (1) working in the appropriate department/division for someone of her rating, (2) performing appropriate tasks for her rating, and (3) performing a job that someone else would have to do if she were not there. Supervisors also rated each pregnant woman's performance and attitude. In addition, the interview addressed supervisor demographics (e.g., paygrade/rank, time in Navy, number of people supervised), job hazards in the work center, the amount of time women lost from the job due to pregnancy and child-related reasons, and perceptions regarding whether women who had been transferred off ships due to pregnancy returned to sea duty after their 4-month deferment. Appendix A contains a copy of the interview.

### **Survey of Pregnant Women Transferred From Ships to Shore Commands**

This survey gathered information from pregnant women about job duties while at sea (before and after becoming pregnant) and at the shore command where they were currently assigned. In addition, the survey requested demographic information (e.g., age, paygrade, rating), supervisor and coworker reactions to the pregnancy (on ship and at the shore command), and career plans. The survey was revised after pilot-testing with pregnant women at a San Diego shore command. A copy of the survey may be found in Appendix B.

### **Procedure**

Supervisor interviews were conducted at 10 large east and west coast shore commands that often receive women transferred from ships due to pregnancy. Four commands were SIMAs and four were NAVSTAs. Interviews also were conducted at one NAS and one NAB. At each command, the number of pregnant women at any given time generally depended upon the deployment schedule of the ships stationed nearby. When a ship leaves on a lengthy deployment, all pregnant women are transferred ashore, regardless of their stage of pregnancy, because of the requirement that medical evacuation be possible within 6 hours. In addition, despite the changes in OPNAVINST 6000.1A that allow pregnant women to remain on board for short at-sea evolutions, many pregnant women continue to be transferred automatically when ships get underway.

Points of contact (POC) were assigned at each command. The POCs were responsible for arranging interviews with all personnel who were currently supervising women who had been transferred from ships due to pregnancy. In addition, arrangements were made to survey these women. No interviews or surveys were conducted for women whose pregnancies had occurred while assigned to these shore commands.

Interviews were conducted on site at eight commands and by telephone for the NAS and one NAVSTA. At six activities, researchers administered surveys to groups of pregnant women. The POC administered the surveys at the other four commands.

To determine how decisions about placing pregnant women in specific departments and divisions are made, interviews were conducted at each command with the person primarily responsible for the assignment of pregnant personnel. Each of these individuals was asked three questions: (1) Are women assigned by rating/Navy Enlisted Classification? (2) How are nonrated

women assigned? and (3) What happens if pregnant women cannot work in their rating because of hazards? Answers to these questions were probed to provide as much detail as possible. Finally the interviewers discussed the project with the POCs, eliciting their opinions on the issues covered by the study. Several commanding officers and executive officers met with the researchers to provide their views.

### Samples

A total of 124 supervisors were interviewed; they reported on 204 pregnant women. Surveys were administered to 142 pregnant women. The number of interviews conducted and the number of pregnant women surveyed at each location are presented in Table 1. Since the samples of pregnant women were the focus of the present investigation, their demographic data will be presented in the Results and Discussion section.

**Table 1**

#### Number of Supervisors Interviewed and Pregnant Women Surveyed at Each Location

Command and Location	Supervisors Interviewed		Pregnant Women Surveyed	
	N	%	N	%
West Coast	(61)	(49)	(44)	(31)
NAVSTA, San Diego	12	10	7	5
SIMA, San Diego	32	26	20	14
NAS, Alameda	13	10	16	11
NAVSTA, Treasure Island	4	3	1	1
East Coast	(63)	(51)	(98)	(69)
NAVSTA, Norfolk	19	15	27	19
SIMA, Norfolk	18	14	30	21
NAB, Little Creek	6	5	9	6
SIMA, Little Creek	7	6	7	5
NAVSTA, Charleston	6	5	8	6
SIMA, Charleston	7	6	17	12

**Note.** NAVSTA = Naval Station, SIMA = Shore Intermediate Maintenance Activity, NAS = Naval Air Station, NAB = Naval Amphibious Base.

Eighty percent of the supervisors interviewed were men; most were male enlisted personnel. Thirty-nine percent of the supervisors were petty officers and 53% were chief petty officers. The rest of the sample consisted of commissioned officers and civilians. Average time of service in the Navy was 16 years, with a mean of 2 years spent at the current command. These personnel supervised an average of 28 people, including about 7 women. Personnel were selected for interviews because they supervised pregnant women; at the time of the interview, most of those interviewed (77%) had between one and three pregnant women under their supervision. About 75% of these women had been transferred off ships after they became pregnant.

## Data Analysis

Units of analysis were frequencies and percentages. Statistical tests were not performed because the study was descriptive and did not involve hypothesis testing.

## Results and Discussion

Demographics for the pregnant women in the study came from two sources: supervisor interviews and surveys of pregnant women. Table 2 presents demographic information for the 204 pregnant women discussed in detail during supervisor interviews, and for the 142 pregnant women who were surveyed during site visits.

**Table 2**  
**Demographics of Pregnant Women**

Variable	Pregnant Women Discussed in Supervisor Interviews (N = 204)	Pregnant Women in Survey Sample (N = 142)
<b>Paygrade (%)</b>		
E-1 through E-3	42	53
E-4 through E-6	58	47
<b>Rating (%)</b>		
Shore-Intensive	19	16
Sea-Intensive	60	63
Nonrated	21	21
Mean age		22.6
Mean years in Navy		1.2
Mean years on ship before pregnancy		1.5
Mean weeks of pregnancy when transferred		16.8
Mean years left on sea tour		1.9

While over half the pregnant women discussed by their supervisors were petty officers, most of the women were E-3s or E-4s (72%). Most were in sea-intensive ratings.<sup>2</sup> Over 80% of the women had been at the shore command for less than 5 months.

<sup>2</sup>In all tables and any discussions of rating, E-1 through E-3 women who were designated strikers were categorized as having a shore-intensive or sea-intensive rating, rather than as nonrated. The only women considered nonrated were E-1 through E-3 firemen and seamen who were not striking for a particular rating at the time of the study. Even though designated strikers would not be fully trained in their ratings, they would possess some skills related to their future jobs and they would learn more if placed in a department appropriate to their rating. Therefore, it was thought to be important to determine how many of these young women were assigned to departments that would aid their career path.

In the survey sample, more than half the women were E-3 and below; as a group, these women were lower in paygrade than were the pregnant women discussed by supervisors. Over 40% of the women in the survey sample were in sea-intensive ratings, which is comparable to the women in the interview sample.

Additional demographic information was obtained from the pregnant women in the survey sample. Sixty-four percent were below the age of 23. Seventy-seven percent were in their first enlistment. While the women as a group had been assigned to their ship for a mean of 1.5 years before they became pregnant, the most junior sailors were distinct from other women in years of sea duty they had completed.<sup>3</sup> On the average, E-2 women served less than 1 year (mean = .6 years) on a ship before they became pregnant. Correspondingly, E-2 women had the most time left on their sea tour (mean = 2.6 years). In contrast, the E-6 women in the sample had less than a year remaining in their sea tour (mean = 0.7 years).

Navy pregnancy policy (OPNAVINST 6000.1A, 1989) specifies that pregnant women must be transferred from ships by the end of the 20th week of pregnancy. In the survey sample, 87% of the women were transferred by the end of the 20th week, with the largest percentage (38%) transferred at 20 weeks of pregnancy. Thirteen percent remained on their ship after 20 weeks; one woman reported that she transferred at the 30th week of pregnancy. Of the women who transferred before the 20th week of pregnancy, 68% were transferred early due to ship deployment.

Commands were grouped into three categories: SIMAs, NAVSTAs, and NAS/NAB. Table 3 presents the percentages of pregnant women in each rating type (shore-intensive, sea-intensive, nonrated) by command category for the survey sample and the supervisor-interview sample. Most of the pregnant women assigned to SIMAs were in sea-intensive ratings. About 50% of the women transferred to NAS/NAB were nonrated—a much larger percentage than was assigned to the other commands.

**Table 3**  
**Percentages of Pregnant Women by Rating Type and Command Category**

Command Category	Rating Type		
	Shore-Intensive	Sea-Intensive	Nonrated
<b>Supervisor Interview Sample</b>			
SIMA	19	75	6
NAVSTA	19	46	35
NAS/NAB	17	29	54
<b>Survey Sample</b>			
SIMA	13	83	4
NAVSTA	19	48	33
NAS/NAB	20	32	48

**Note:** SIMA = Shore Intermediate Maintenance Activity, NAVSTA = Naval Station, NAS/NAB = Naval Air Station/Naval Amphibious Base.

<sup>3</sup>Sea duty tours range in length from about 2 years to about 3 years; tour length depends upon rating.

### Assignment of Women Who Were Transferred From Ships Due to Pregnancy

The interviews and surveys revealed that pregnant women were assigned to over 80 different departments, divisions, and work centers in the commands studied. Work centers subsequently were classified into two types: general administration/support and shops. In addition to the typical administrative work found in such offices as Personnel, Human Goals, and Career Counseling, the general administration/support category also includes work in barracks, galleys, and recreation departments. Women in general administration/support might, for example, file, type, sign in command visitors, answer telephones, work cash registers, or do light cleaning. Shops include repair departments, canvas shop, magnetic silencing, and port services. Even when pregnant women were placed in shop areas to work, however, most were limited to performing administrative tasks, at least until after their return from convalescent leave.

Table 4 presents information about the work areas to which pregnant women were assigned at the shore commands studied. The top half of the table shows data gathered from supervisor interviews; the lower half of the table presents data reported in the survey of pregnant women. These data usually refer to the same women but sometimes are unique (e.g., supervisors discussed women who were absent on the day the surveys were administered).

Table 4

#### Assignments of Pregnant Women: Supervisor Interviews and Surveys of Pregnant Women

	Percentage of Women Assigned to:	
	General Admin/Support	Shop
<b>Supervisor Interviews</b>		
Women's Rating Type		
Shore-Intensive	81	19
Sea-Intensive	36	64
Nonrated	79	21
Command Type		
SIMA	35	65
NAVSTA	79	21
NAS/NAB	78	22
<b>Surveys of Pregnant Women</b>		
Women's Rating Type		
Shore-Intensive	91	9
Sea-Intensive	47	53
Nonrated	86	14
Command Category		
SIMA	39	61
NAVSTA	88	12
NAS/NAB	88	12

Note: SIMA = Shore Intermediate Maintenance Activity, NAVSTA = Naval Station, NAS/NAB = Naval Air Station/Naval Amphibious Base.



While the data from interviews and the surveys differ somewhat, a pattern is clear. Nonrated women and women in shore-intensive ratings were usually channelled into administrative departments or support-type tasks and to work centers that could utilize their skills. In addition, over half of the women in sea-intensive ratings were in work centers appropriate for their skills and training. This latter situation was more likely to occur in SIMAs than in NAVSTAs or NAS/NAB even though all of these activities have some shop components. At SIMAs, however, the majority of billets involve the types of work performed in the repair departments of destroyer and submarine tenders, ships where most women afloat are assigned.

#### **Interviews With Personnel Responsible for Job Assignments**

At each command, the individual responsible for assigning pregnant women to work centers when they arrived from ships was briefly interviewed. The purpose of this interview was to determine to what extent women were assigned to tasks that utilized their training. As noted above, of the three command types studied, SIMAs have more work centers available that involve tasks commonly performed on ships. Therefore, assignment at SIMAs will be discussed separately from assignment at NAVSTAs and NAS/NAB.

**SIMAs.** At SIMAs, an attempt was made to assign women by rating. However, this assignment was made with the understanding that most pregnant women would perform administrative duties, even when assigned to a repair shop. A strong awareness of the need to keep pregnant women away from hazards was expressed by those interviewed, and this concern guided the assignment decision. In addition, trimester of pregnancy and medical problems associated with pregnancy were considered.

Command philosophy about what tasks pregnant women could and should perform also appeared to influence the assignment of these women. The four SIMAs could be arranged on a continuum in terms of how much pregnant women were allowed to do. At one end of the continuum, command personnel expressed the belief that a SIMA was too dangerous a location in which to place pregnant women. There was reluctance even to assign women to the administration sections of repair departments because of possible exposure to hazards as they walked through the area. At the other end of the continuum, pregnant women who were trained hull technicians were allowed to do some grinding and welding in the sheet metal shop. Pregnant women might be cross-trained if they had skills close to ones that were in demand. The two other SIMAs followed a middle course. However, in each command, some personnel expressed confusion about the types of jobs pregnant women should be allowed to perform.

All E-3 and below personnel (pregnant or not) at one SIMA were assigned to first lieutenant for 90 days.<sup>4</sup> At that point, they might be sent to shops that would be in their career path. At the other three SIMAs, newly transferred nonrated women were put into an administrative position if they could type, or they were given a phone watch or filing.

**NAVSTAs, NAS/NAB.** Assignments were made by rating, if possible. Several people reported that even if a woman would not be allowed to perform the tasks of her rating, she would be assigned to the appropriate department to be around other sailors in her rating. Pregnant women in support ratings, such as personnelman or yeoman, were generally easy to place; in addition, anyone with

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<sup>4</sup>The first lieutenant division of a ship or shore command is responsible for the maintenance of facilities. It is common practice to assign junior personnel to first lieutenant division for a period of time when they are transferred to a new command.

clerical skills could readily be put to work. Women in sea-intensive ratings were more difficult to assign within their rating because there were fewer appropriate billets. At a naval station, an engineman might be sent to a small engine shop or an electrician's mate could be sent to port operations. However, care had to be taken in such jobs because of hazards.

Usually, the needs of the command drove assignments. Pregnant women would be assigned to work centers that needed extra hands. The most difficult to assign were nondesignated women without clerical skills. However, even they could answer phones. At some commands pregnant women off ships supplemented a work force made lean by a shortage of civilian workers.

### Supervisor Interviews

Supervisors were asked about the percentage of tasks in the work center that could be fully performed by a pregnant woman. Table 5 presents these data.

**Table 5**  
**Utilization of Pregnant Women: Supervisor Interviews**

Factors	Command Type		
	SIMA	NAVSTA	NAS/NAB
Percent of normally assigned <sup>a</sup> tasks pregnant woman can fully perform on arrival	73	86	76
Percent of normally assigned <sup>a</sup> tasks pregnant woman can fully perform in third trimester	63	79	67
Percent who were given information about hazards for pregnant women	53	54	50

*Note.* SIMA = Shore Intermediate Maintenance Activity, NAVSTA = Naval Station, NAS/NAB = Naval Air Station/Naval Amphibious Base.

<sup>a</sup>"Normally assigned" refers to taskings of nonpregnant personnel.

The percentage of normally assigned tasks that pregnant women could fully perform differed somewhat by trimester of pregnancy and by command type. Upon arrival, supervisors reported that pregnant women could perform about 78% of the tasks in the work centers to which they were assigned. According to the supervisors, at this point the women were, on average, about 16 weeks pregnant. By the third trimester, the percentage of fully performable tasks dropped to about 69%.

Of the supervisors who had hazards in their work environment, over 50% reported that they had obtained information about hazards for pregnant women in the workplace. While most received this information from command sources, such as a safety or medical officer, command training or command guide (61%), a third of the supervisors relied on their own research or on personal experience when making decisions about hazards.

### Summary

At every activity, some effort was made to assign pregnant women to jobs appropriate for their ratings. For women in sea-intensive ratings, SIMAs would most likely achieve this goal because of the preponderance of billets for these ratings. However, many appropriate tasks were off-limits to pregnant women because of hazards.

## Utilization of Women Who Were Transferred From Ships Due to Pregnancy

### Supervisor Interviews

Supervisors were asked whether each pregnant woman working for them was (1) in the appropriate department; (2) performing appropriate tasks for her rating; (3) performing a task that needed to be done (i.e., somebody else would have to do the task if she were not there) and, if not, whether she was performing a useful job. In addition, supervisors reported whether each pregnant woman was filling a vacant billet or was an extra person in the division or work center. Table 6 presents this information for the total sample (which includes nonrated personnel), and then for women in shore-intensive and sea-intensive ratings.

Table 6

### Utilization of Pregnant Women by Rating Group: Supervisor Interviews

Is the Pregnant Woman:	Percentage of Yes Responses		
	Total Sample	Shore-Intensive Rating	Sea-Intensive Rating
Working in the appropriate department/division?	54	72	50
Performing appropriate tasks?	41	61	36
Performing a necessary job?	80	77	81
Performing a useful job?	81	75	77
Assigned to a vacant billet?	37	41	35

Most women were working in a department or division appropriate for someone of their rating. However, women in shore-intensive ratings were more likely than women in sea-intensive ratings to be in an appropriate work center and to be performing appropriate tasks. Eighty percent of the women were engaged in tasks that were necessary to the work center. Supervisors generally reported that even women who were not working in "necessary" jobs (i.e., jobs that others would otherwise have to fill) were still performing tasks that were useful to the work center. For example, they could put away equipment in a NAVSTA gym. More than one third of the women were assigned to vacant billets, but most were extra personnel.

In Table 7, the utilization of pregnant women is considered by command type. SIMAs and NAVSTAs seemed better able to utilize the pregnant women they received from ships than NAS/NAB. This may be due to the types of jobs that were available at these commands, and to the fact that they received fewer nonrated sailors than did NAS and NAB. However, the women performed useful tasks in all three types of activities.

### Survey of Pregnant Women

The survey of pregnant women asked respondents who were rated to report whether they were working in their rating aboard ship before their pregnancy and whether they were working in their rating at the shore command to which they had been transferred. Nonrated women were asked what type of work they performed aboard ship and their tasks at the shore command. The results will be presented separately for E-4 through E-6 women and for E-1 through E-3 women.

**Table 7**

**Utilization of Pregnant Women by Command Category: Supervisor Interviews**

Is the Pregnant Woman:	Percentage of Yes Responses		
	SIMA	NAVSTA	NAS/NAB
Working in the appropriate department/division?	59	53	39
Performing appropriate tasks?	45	42	26
Performing a necessary job?	79	89	64
Performing a useful job?	81	86	78
Assigned to a vacant billet?	33	48	26

**Note.** SIMA = Shore Intermediate Maintenance Activity, NAVSTA = Naval Station, NAS/NAB = Naval Air Station/Naval Amphibious Base.

E-4 through E-6. Percentages of petty officers who worked in their rating are presented in Table 8. Of the 62 petty officers in the sample, 53 women (85%) were working in their rating aboard ship. Among these 53 women, just over half continued to work in their rating at the shore command to which they transferred. Women in shore-intensive ratings were much more likely to work in their rating at the shore command than were women in sea-intensive ratings. Over half the women sent to SIMAs and NAVSTAs continued to work in their rating, as compared to 30% of the women sent to NAS/NAB. Two of the nine women who were not working in their rating aboard ship found work within their rating at the shore command.

**Table 8**

**Petty Officers Working in Rating at Shore Command: Survey of Pregnant Women**

Variable	Percentage of Yes Responses
Were you working in your rating aboard ship? (N = 62)	85
Are you currently working in your rating? (N = 53)	51
Shore-intensive rating	73
Sea-intensive rating	45
SIMA	55
NAVSTA	57
NAS/NAB	30

**Note.** SIMA = Shore Intermediate Maintenance Activity, NAVSTA = Naval Station, NAS/NAB = Naval Air Station/Naval Amphibious Base.

Differences were found among commands of the same type in the percentages of women who worked within their ratings. Among the SIMAs, for example, the percentages ranged from 75% of petty officers working in their rating (9 out of 12 women) to 17% (1 out of 6 women).

Nineteen women provided reasons for not working in their rating on shore. The most frequently cited reason was that no billet was available (47%). Their response implies that, had a billet been open, these women also would have been working in their rating. The second most cited reason was that the rating required working with hazards (37%).

Fifty percent of the petty officers reported that the command would have to find someone else to perform their job if they were not there. Women in sea-intensive ratings were more likely to agree with this item than were women in shore-intensive ratings (52% versus 42%). In addition, women assigned to NAVSTAs were more likely to agree (73%) than were women in NAS/NAB (56%) or those assigned to SIMAs (41%).

E-1 through E-3. Only 7 of the 33 designated strikers who answered these questions (21%) were working in their rating at the time of the survey. Of those who gave reasons for not working in their rating, 50% listed hazards and 33% listed command policy.

Among the nondesignated women, 36% had been performing ship maintenance and 14% had administrative tasks on their ship. When transferred to shore, the largest percentage of women (62%) reported that they were performing administrative duties.

Over half (55%) the E-3 and below women reported that the command would need to find another person to do their job if they were not there. Nonrated women (62%) and designated strikers in sea-intensive ratings (56%) were more likely to endorse this item than were designated strikers in shore-intensive ratings (25%). Exactly half the women at SIMAs and NAVSTAs agreed with the item, while 73% of women at NAS/NAB agreed.

### **Summary**

At the time of the survey, about half the pregnant women were assigned to a work center that allowed them to perform appropriate tasks for their rating. Not surprisingly, these women were more likely to be in shore-intensive ratings than in sea-intensive ratings. NAS/NAB, who received the largest percentage of nonrated women, experienced the most difficulty assigning them to appropriate tasks. However, it appeared that most pregnant women were not simply doing "busy-work"; supervisors felt that whatever the job performed, pregnant women were useful to the work center.

### **What Happens After Convalescent Leave?**

According to Navy policy, women transferred off ships due to pregnancy are to be reassigned to sea duty 4 months after giving birth. A common belief is that such women do not finish their sea tours and, therefore, pregnancy becomes a way to avoid sea duty.

### **Supervisor Interviews**

Supervisors were asked a series of questions to investigate the utilization of women in their work centers after convalescent leave and to determine where these women were assigned 4 months after giving birth (when they should return to sea duty). Eighty-three percent of the personnel interviewed had supervised at least one woman transferred off a ship who had given birth during the prior 12 months. The mean number of such women per supervisor was approximately four. Almost all these supervisors (91%) reported that the pregnant women in their division worked until 2 weeks before delivery.

After convalescent leave, women generally returned to their work center, according to most of the supervisors (91%). Over half the supervisors (57%) reported that the women continued to do the types of work they had been performing before they gave birth. The rest of the women were given tasks that were more appropriate for their rating, but ones from which they previously had been barred because of their pregnancy. Not surprisingly, women assigned to SIMAs were more likely to be given different tasks after convalescent leave (53%) than were women assigned to NAVSTAs (38%) or to NAS/NAB (18%). Even among the SIMAs, however, there were differences in whether assignments were changed; these percentages ranged from 100% of the women at one SIMA having reassigned tasks to 20% receiving different tasks at another SIMA.<sup>5</sup>

New motherhood did not seem to result in an excess of time lost from the job. Only 13% of supervisors said that the women lost more time than others in the work center when they returned from convalescent leave.

Finally, supervisors were asked what happened to these women after they left the shore command. On an average, supervisors estimated that 48% of the women returned to sea duty, 28% stayed at the shore command, 8% transferred to another shore command, and 16% separated from the Navy.

#### Survey of Pregnant Women

The survey of pregnant women included questions about their desires, plans, and expectations after childbirth. Table 9 presents this information.

**Table 9**  
**Career Plans: Survey of Pregnant Women**

	Percentage of Responses		
	Total	E-4 Through E-6	E-1 Through E-3
Did you request separation due to pregnancy?			
No, and do not plan to	89	92	86
No, but plan to	5	2	9
Yes, but request denied	1		1
Yes, but have not been notified	1	2	
Yes, and will separate	4	4	4
Percent who plan to reenlist	47	57	41
Percent who expect to return to sea duty	53	57	49
Percent who want to return to sea duty	45	52	45
Percent who would like to remain at current shore command	50	45	53
Percent whose supervisor would like to keep them	89	87	91

<sup>5</sup>Because this portion of the interview did not request information about individual women, an analysis by rating-type was not possible.

Few of the women surveyed reported that they had sought or intended to seek a discharge due to pregnancy. Nonrated women (96%) and women in sea-intensive ratings (91%) were more likely to express a desire to remain in the Navy than were women in shore-intensive ratings (73%). More than half the petty officers planned to reenlist; about 40% of women in the lower paygrades reported that they would continue their Navy career beyond the current enlistment.

About half the women expected to return to sea duty 4 months after the birth of their child in accordance with Navy policy. This expectation was more common among women in sea-intensive ratings (65%) than among nonrated women (44%) and women in shore-intensive ratings (33%). The two reasons most often cited by women for not returning to sea duty were that their spouse was currently on sea duty<sup>6</sup> (40%) or that not enough time remained in their sea duty tour to warrant a PCS transfer<sup>7</sup> (38%).

Almost half the women reported that they wanted to return to sea duty. Not surprisingly, a larger proportion of women in sea-intensive ratings (56%) wanted to return to sea than did nonrated women (42%) or women in shore-intensive ratings (25%). The reason cited most often for wanting to return to a ship was an enjoyment of sea duty (60%). Another 18% hoped to return to finish their sea duty tour. Of the women who did not want to return to sea duty, the most commonly cited reason was that they wanted time for their family (54%). Dislike of shipboard life was mentioned by only 18% of this subgroup.

About half the women expressed interest in remaining at their current shore command performing the same tasks. This interest varied widely by command, with percentages ranging from 87% to 18%. The reason the women cited most often for wanting to leave the shore command was because they were not able to work in their rating (47%). Another 27% reported that they were bored with the work they were doing. A large majority of the women felt that their supervisor would like them to stay in the work center.

### Summary

After convalescent leave, women generally returned to the work center to which they had been assigned while pregnant. Most of these women continued to perform the same tasks after giving birth that they had performed before the birth. For women in shore-intensive ratings, particularly in support positions, pregnancy had little effect on what they did, only on where they did it. Women in sea-intensive ratings were more likely to be given different tasks after convalescent leave if they were assigned to SIMAs than if at NAVSTAs or NAS/NAB. Commands differed with regard to assignment to rating-appropriate work for the approximately 10 weeks between a woman's return from convalescent leave and the end of her sea tour deferment.

According to the supervisors interviewed, about half the women in their work center returned to sea duty 4 months after giving birth. In addition, about half the pregnant women surveyed expected to return to sea duty after their shore time was up. Most of the women who did not expect to return either had too little sea time left or had a spouse on sea duty.

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<sup>6</sup>The Navy will not assign two members of a dual military couple to simultaneous sea tours unless the service members volunteer for such duty.

<sup>7</sup>The Navy does not usually return women to ships following childbirth if they have less than 6 months to serve in their prescribed tour.

### **Attitudes of Supervisors and Other Command Personnel**

Interviews with command personnel, including several commanding officers, executive officers, personnel responsible for assigning pregnant women to work centers, and the supervisors of pregnant women, provided insight into the attitudes these personnel held toward pregnant women transferred off ships. As might be expected, these attitudes varied from command to command and among supervisors in the same command. At some sites, a general "command philosophy" could be discerned. This philosophy sometimes appeared to be related to the amount of notice the command received before women were transferred to them. If commands knew several weeks ahead of time to expect pregnant women from ships, they were better able to make preparations and find appropriate work.

Personnel at some commands endorsed the assignment of pregnant women there. One person responsible for assignments told the researcher that he would like 10 pregnant women to walk in because he could find work for them. At commands that were short-handed because of lack of civilian personnel, pregnant women were used to fill gaps and increase efficiency. Some positive comments from supervisors included statements about being happy with pregnant women, that the presence of pregnant women was helpful, that many pregnant women have good attitudes, and that pregnant women are being utilized properly.

At other commands, pregnant women were seen as a burden. According to some personnel, pregnant women were difficult to assign because of limitations on the types of jobs they could perform. Ambiguities about what pregnant women should be allowed to do led to the desire for more information. Several people expressed fears of litigation if pregnant women were given tasks that might endanger their (and their baby's) health. Others felt that pregnant women should not be assigned to industrial environments such as SIMAs. The perception that women become pregnant to get off ships was common, and this practice was believed to cause resentment, particularly among male coworkers.

One interesting finding involved a misconception on the researcher's part about what the term "pregnant woman" meant to the command. POCs were asked for counts of the number of women who were currently pregnant at the command. By this, the researcher meant the number of women who were still carrying their child and who were still at work. This count was needed to determine the number of surveys to provide. At some commands, the number of pregnant women was 60 or more. The researcher was often assured that the count accurately reflected the number of women in maternity uniforms walking around the command. Yet when the surveys were administered, the largest number of pregnant women to complete surveys at any command was 30. When the researcher brought this to the attention of POCs, they at first believed that the women were not following orders about completing the surveys. However, the number of women completing surveys often matched the number present in work centers, according to supervisor interviews. The POC would then look at lists of the women who were coded in their computer system as pregnant. After crossing off the women who were on convalescent leave and those who had returned from convalescent leave, the remaining count generally matched the number of surveys that had been completed. Women who were transferred to a command because of pregnancy were "pregnancy coded" until they left. It became clear to the researcher that, at some commands, even women who had already delivered their babies were still thought of as literally "pregnant." These women were sometimes subject to the same limitations that pregnant women experienced. The surprise expressed by some POCs at the low number of pregnant women completing the survey indicated that they had not realized, until that point, the effect of the "pregnancy code."



Despite some negative feelings about pregnant women in general, supervisors were quite positive about the pregnant women in their work centers. Over 43% of the women were rated as performing better than most of the men and other women in the work center (over 91% were rated as better or the same), and 48% had a better attitude than most (92% were rated better or the same). For 81% of the women, supervisors expressed a wish to keep them after childbirth, if they could. Clearly, from the supervisors' points of view, most of the pregnant women assigned to them were making a positive contribution to the work center.

The survey of pregnant women included questions about how the women were treated by their supervisor and coworkers. Supervisors were perceived as either positive (61%) or neutral (30%) in their treatment; only 8% of the women reported negative supervisor treatment. Female coworkers were seen as more positive (73%) than were supervisors; 18% were seen as neutral and 8% were "mixed" (some positive and some negative). Male coworkers were less positive (59%) and more neutral (26%) than female coworkers; 13% of the women reported that their male coworkers were "mixed" in their treatment. Only a small percentage of the women reported negative treatment from their female coworkers (2%) or male coworkers (2%).

Comments from the pregnant women suggested that while their immediate supervisors and coworkers treated them fairly, they had experienced negative attitudes from other Navy personnel. About one quarter of the total sample of women wrote comments referring to such attitudes. For example, one woman did not believe the survey would change the common belief that women become pregnant to avoid sea duty. A second did not think the survey would affect the attitude that pregnant women were useless. Another wrote that the survey was a good way to inform the Navy that all women did not get pregnant to avoid work. One said that some commands are supportive, while others are not; she considered leaving the Navy because of negative treatment at a command.

### **Summary**

At the work center level, supervisors seemed to appreciate the pregnant women they had assigned to them. Few women reported negative treatment from their supervisors or coworkers.

Interviews of personnel higher in the chain of command indicated that attitudes toward pregnant women who transferred off ships varied greatly, and these attitudes seemed to become integrated into a "command philosophy". At some commands, the extra sailors were welcomed, and personnel willingly put up with the inconveniences of working around pregnancy limitations. Other activities saw pregnant women as a burden, whose limitations forced command personnel to find them "busy-work." Such attitudes cut across the different command types.

The fact that women are coded as "pregnant" until they leave the shore commands 4 months after childbirth creates a situation in which the number of pregnant women at a command at any given time is greatly overestimated. This perception may have led to continuing restrictions on women who could be performing tasks within their ratings after convalescent leave.

## **Conclusions and Recommendations**

As mentioned in the introduction to this report, concern exists that sailors who are transferred off ships due to pregnancy are of limited use to the shore commands where they serve during 1/2 of the prenatal period and the 4 months following childbirth. These women cannot remain in ships because of potential hazards, yet when they are transferred to shore commands, hazards may again

prevent them from performing tasks appropriate to their rating. Therefore, pregnant women may be assigned to work centers that cannot utilize them.

Despite such concerns, this study found that women transferred from ships due to pregnancy are, in general, well utilized at the shore commands to which they are assigned. Personnel responsible for assigning these women to departments and divisions are attempting to assign by rating whenever possible and succeed in about half the cases. Supervisors reported that even when women were not performing tasks appropriate to their rating, their jobs were either necessary to the work center or were useful. Rarely did supervisors believe that the tasks they gave these women were "make-work."

The pregnant women discussed by supervisors were judged as equal or better in performance when compared to the men and other women in the work center. Over 80% of the women made enough of a contribution that their supervisors would keep them in the work center if possible. The pregnant women in the survey sample reported little negative treatment from their supervisors or coworkers. Most personnel in their work centers were perceived as either positive or neutral in their attitudes toward pregnant women transferred off ships. The data indicated, therefore, that these pregnant women were not disrupting work centers, and were probably contributing to the mission of the commands to which they were transferred.

Certain conditions increased the likelihood that pregnant women were utilized appropriately in the work center. Women in shore-intensive ratings were more likely to perform appropriate tasks in their job specialty than were women in sea-intensive ratings. This is not surprising for two reasons. First, shore stations as a group are more likely to have billets for personnel in shore-intensive than in sea-intensive ratings. Second, many of the shop tasks typically performed by sailors in sea-intensive ratings are too hazardous for pregnant women. Women in sea-intensive ratings were best utilized at SIMAs; large repair departments provided greater numbers of appropriate billets than could NAVSTAs or NAS/NAB.

A substantial proportion of the pregnant women considered in this study were E-3 and below. Nonrated personnel were sometimes difficult to place, especially if they did not have clerical skills.

In addition to the data gathered on the utilization of pregnant women at shore commands, the survey provided information on the women's career plans. The majority of women did not seek or plan to request separation from the Navy due to pregnancy. Over half the petty officers in the sample reported that they planned to reenlist, as did about 40% of the women who were E-3 and below. Over half the women expected to return to sea duty 4 months after the birth of their child, which is in accordance with Navy policy. Supervisors also thought that about half the women transferred to their work center because of pregnancy did go back to a ship.

About half the women reported that they wanted to return to sea; many reported that they enjoyed sea duty. Not surprisingly, women in sea-intensive ratings were more likely to want to return to a ship than did the other women surveyed.

The commands studied in this project made concerted efforts to assign the pregnant women to tasks that either were appropriate for their job specialty or that would fill a command need. At several commands, the presence of pregnant women (and limited duty personnel in general) was particularly important because of gaps left by civilian hiring freezes.

Several steps can be taken to further ensure the appropriate utilization of pregnant women.

1. Women in sea-intensive ratings should be assigned to SIMAs, if possible.
2. Occupational health specialists should evaluate jobs at SIMAs to decide which are appropriate for pregnant women. Doing so probably would result in decisions allowing more women to work in their ratings while pregnant than is currently the case.
3. When possible, women who have returned from convalescent leave should be placed in rating-appropriate jobs. Although these women may only be available to work in their rating for a short time, it gives them the opportunity to practice their skills in preparation for resuming their jobs aboard ship. It also provides the command with additional personnel to do the work necessary to accomplish its mission.

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**Appendix A**  
**Supervisor Interview**

A-0

Command \_\_\_\_\_ Date \_\_\_\_\_

Department/Division \_\_\_\_\_ Sex \_\_\_\_\_

Paygrade/Rank \_\_\_\_\_ Time in Navy \_\_\_\_\_ Time at Command \_\_\_\_\_

1. \_\_\_\_\_ Total number of people you directly supervise  
\_\_\_\_\_ Number of women  
\_\_\_\_\_ Number of pregnant women  
\_\_\_\_\_ How many of these pregnant women were transferred off ships because of pregnancy?
  
2. How does the command determine where pregnant women will be assigned when they are transferred off ships? (Make sure to get answers to all three subsequent questions below.)  
\_\_\_\_\_  
\_\_\_\_\_  
  - a. Are the women assigned by rating/NEC?  
\_\_\_\_\_ Yes, if possible  
      (Comments) \_\_\_\_\_  
\_\_\_\_\_ No  
      How are they assigned? \_\_\_\_\_  
\_\_\_\_\_
  
  - b. How are nonrated women assigned?  
\_\_\_\_\_  
\_\_\_\_\_
  
  - c. What happens if pregnant women can't work in their rating because of hazards?  
\_\_\_\_\_  
\_\_\_\_\_
  
3. What percent of the tasks in your division/work center can be fully performed by a pregnant woman:  
\_\_\_\_\_ when she first arrives?  
\_\_\_\_\_ during the last trimester of pregnancy?
  
4. The next set of questions refers specifically to the pregnant women currently in your department. For each of these women, please tell me her rating, whether she is working in the appropriate department/division for her rating, whether she is performing appropriate tasks, and whether she is performing a necessary or useful job. (Use additional sheet if more than two women.)

**#1 Paygrade/Rating \_\_\_\_\_**

How long has she been working for you? \_\_\_\_\_ months

How far along is she in her pregnancy? \_\_\_\_\_ months

What job did she do aboard ship? \_\_\_\_\_

Is she working in the appropriate department/division? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing appropriate tasks for her rating? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing a job that somebody would have to fill if she were not there? \_\_\_\_\_ Yes \_\_\_\_\_ No

(IF NO) Is she performing a useful job? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she filling a vacant billet, or is she an extra person in your department/division?

\_\_\_\_\_ Filling vacant billet

\_\_\_\_\_ Extra person

How would you compare her performance/attitude to other women and men in your division/work center?

\_\_\_\_\_ Better than most

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

\_\_\_\_\_ Worse than most

Would you keep her if you could? \_\_\_\_\_ Yes \_\_\_\_\_ No

**#2 Paygrade/Rating \_\_\_\_\_**

How long has she been working for you? \_\_\_\_\_ months

How far along is she in her pregnancy? \_\_\_\_\_ months

What job did she do aboard ship? \_\_\_\_\_

Is she working in the appropriate department/division? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing appropriate tasks for her rating? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing a job that somebody would have to fill if she were not there? \_\_\_\_\_ Yes \_\_\_\_\_ No

(IF NO) Is she performing a useful job? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she filling a vacant billet, or is she an extra person in your department/division?

\_\_\_\_\_ Filling vacant billet

\_\_\_\_\_ Extra person

How would you compare her performance/attitude to other women and men in your division/work center?

\_\_\_\_\_ Better than most

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

\_\_\_\_\_ Worse than most

Would you keep her if you could? \_\_\_\_\_ Yes \_\_\_\_\_ No

5. What factors do you take into consideration when you assign a pregnant woman to a specific task in your division? (Check all that apply and note kind of chemical/physical hazards)

☐ Chemical hazards  
☐ Physical hazards  
☐ Her physical limitations  
☐ Her abilities  
☐ Whether she will be working alone or in a group  
☐ Other \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Were you given information about hazards for pregnant women in the workplace?

☐ No ☐ Yes

(IF YES) Where did you get this information?

☐ Safety officer  
☐ Medical officer/clinic  
☐ Other \_\_\_\_\_

7. All pregnant women have to see the doctor for monthly check-ups. Disregarding prenatal visits, how do the pregnant women in your work center compare to other women and men in terms of the amount of time they lose from their job? Do they lose:

☐ More time than others  
☐ Same amount of time as others  
☐ Less time than others

8. Are there any particular problems associated with pregnant women working in your division?

☐ No  
☐ Yes

What kinds of problems? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. During the past 12 months, has any pregnant woman who was transferred to your division/work center from a ship had a baby?

☐ No (Go to item 14)  
☐ Yes How many women? \_\_\_\_\_

10. In your experience, have the pregnant women in your division been able to work until the two weeks before delivery?

☐ No How long can they work? \_\_\_\_\_ weeks before delivery  
☐ Yes



11. When they returned after childbirth, did the women come back to the work center?

☐ No      Where were they reassigned? \_\_\_\_\_  
(Go to item 14)

☐ Yes      Did their tasks change?      ☐ Yes      ☐ No  
(Go to item 12)

12. Compared to the absenteeism of other women and men in your division/work center, how much absenteeism did the women transferred from ships experience after they delivered their child?

☐ More than others  
☐ Same as others  
☐ Less than others

How much of the absenteeism was child-related?

☐ More than half  
☐ About half  
☐ Less than half

13. What happened to these women at four months after delivery? (approximate % or N for each option)

☐ Went back to sea  
☐ Stayed at this command  
☐ Got transferred to another shore command  
☐ Separated from the Navy  
☐ Other \_\_\_\_\_

14. What issues need to be dealt with in order to best utilize pregnant women transferred off ships?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

15. Other comments? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Paygrade/Rating \_\_\_\_\_

How long has she been working for you? \_\_\_\_\_ months

How far along is she in her pregnancy? \_\_\_\_\_ months

What job did she do aboard ship? \_\_\_\_\_

Is she working in the appropriate department/division? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing appropriate tasks for her rating? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing a job that somebody would have to fill if she were not there? \_\_\_\_\_ Yes \_\_\_\_\_ No

(IF NO) Is she performing a useful job? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she filling a vacant billet, or is she an extra person in your department/division?

\_\_\_\_\_ Filling vacant billet

\_\_\_\_\_ Extra person

How would you compare her performance/attitude to other women and men in your division/work center?

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

Would you keep her if you could? \_\_\_\_\_ Yes \_\_\_\_\_ No

Paygrade/Rating \_\_\_\_\_

How long has she been working for you? \_\_\_\_\_ months

How far along is she in her pregnancy? \_\_\_\_\_ months

What job did she do aboard ship? \_\_\_\_\_

Is she working in the appropriate department/division? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing appropriate tasks for her rating? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she performing a job that somebody would have to fill if she were not there? \_\_\_\_\_ Yes \_\_\_\_\_ No

(IF NO) Is she performing a useful job? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is she filling a vacant billet, or is she an extra person in your department/division?

\_\_\_\_\_ Filling vacant billet

\_\_\_\_\_ Extra person

How would you compare her performance/attitude to other women and men in your division/work center?

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

\_\_\_\_\_ Better than most

\_\_\_\_\_ Same

\_\_\_\_\_ Worse than most

Would you keep her if you could? \_\_\_\_\_ Yes \_\_\_\_\_ No

**Appendix B**  
**Survey of Pregnant Women**

## **UTILIZATION OF ENLISTED WOMEN**

Navy policy requires that women who become pregnant when assigned to a ship must be transferred from the ship by 20 weeks of pregnancy, at the latest. Little is known about how pregnant women are utilized at the shore stations to which they are transferred. The Department of Navy has requested that information be gathered about the kinds of jobs performed by women who are transferred from ships because of pregnancy. Your command was chosen to participate in this study because pregnant women are often reassigned here. All women at this command who were transferred from a ship because of pregnancy and who are currently pregnant are being asked to fill out this survey. In addition, supervisors of pregnant women will be interviewed to determine how they assign people to various jobs.

This is an anonymous survey because some of the questions are personal. Your name is not requested for this reason. Try to answer all questions. If you are uncomfortable with a question, please leave it blank.

When you have completed this survey, please seal it in the attached envelope and return it to the person in charge of the survey distribution. Thank you for your cooperation.

### **Privacy Act Statement**

Your participation in this survey effort is voluntary. Failure to respond to any question will not result in any action taken against you, but may affect the conclusions drawn from the survey. Authority to request this information is granted by the Chief of Naval Operations under Report Control Symbol 5312-6 which expires on 19 July 1993. The Department of the Navy is granted the authority to conduct personnel surveys in 5 United States Code 301.

### **Instructions**

Carefully read each question and all possible answers before choosing your response. Give your answer by either filling in the information or by circling the number in front of your choice. You may write in an answer if you feel that none of the answers is right for you. Please be honest in your answers. The only people who will see how you answered the survey are the researchers who will be analyzing the results.

CIRCLE OR FILL IN YOUR ANSWER TO EACH QUESTION

COMMAND \_\_\_\_\_ DEPARTMENT/DIVISION \_\_\_\_\_

1. Age \_\_\_\_\_ Paygrade \_\_\_\_\_ Rating \_\_\_\_\_

2. How long have you been in the Navy? \_\_\_\_\_ years \_\_\_\_\_ months

When is your EAOS? \_\_\_\_\_ years \_\_\_\_\_ months

3. What department and division were you assigned to aboard ship?  
Department \_\_\_\_\_ Division \_\_\_\_\_

4. *E-4s AND ABOVE*

Were you working in your rating aboard ship?

[1] Yes

[2] No What job(s) were you doing aboard ship before you became pregnant? \_\_\_\_\_

*E-3s AND BELOW*

What job(s) were you doing aboard ship before you became pregnant? \_\_\_\_\_

5. How long were you assigned to the ship before you became pregnant?

\_\_\_\_\_ years \_\_\_\_\_ months

\_\_\_\_\_ I was pregnant when I reported to the ship

When you were aboard ship, what was your PRD?

\_\_\_\_\_ year \_\_\_\_\_ month

6. How many weeks into your pregnancy were you when you were transferred from your ship?

\_\_\_\_\_ weeks

**If you transferred prior to 20 weeks pregnancy, why were you transferred early?**

- [1] Ship deployment**
- [2] CO reassigned pregnant women as soon as possible**
- [3] Medical problems**
- [4] Other reason \_\_\_\_\_**

**7. During your pregnancy, were you at any time transferred to the shore detachment of the ship?**

- [1] Yes, I was transferred to the ship's shore detachment.**
- [2] No, I received PCS orders to be transferred to a shore command.**
- [3] Not applicable; my former ship does not have a shore detachment.**

**8. After you found out you were pregnant, but before you were transferred off the ship, were you working with or regularly exposed to any chemicals or substances that might be hazardous to your unborn child?**

- [1] Yes**
- [2] No**

**At that time, did your job involve any physical hazards, such as lifting heavy boxes, etc.?**

- [1] Yes**
- [2] No**

**9. How did your immediate supervisor react when he or she found out you were pregnant? Was it:**

- [1] Positive**
- [2] Negative**
- [3] Neutral (not positive or negative)**

**Your supervisor was:**

- [1] Male**
- [2] Female**

**10. In general, how did your female coworkers react when they found out you were pregnant?**

- [1] Positive**
- [2] Negative**
- [3] Neutral (not positive or negative)**
- [4] Mixed (some positive, some negative)**
- [5] No female coworkers**

**Please give an example \_\_\_\_\_**

\_\_\_\_\_

**In general, how did your male coworkers react when they found out you were pregnant?**

- [1] Positive**
- [2] Negative**
- [3] Neutral (not positive or negative)**
- [4] Mixed (some positive, some negative)**
- [5] No male coworkers**

**Please give an example \_\_\_\_\_**

\_\_\_\_\_

11. **E-4s AND ABOVE** (Designated strikers, go to Item 12; nondesignated E-3s and below, go to Item 13)

Are you currently working in your rating?

- [1] Yes (Go to Item 14)  
[2] No

Why are you not working in your rating? \_\_\_\_\_

What job(s) are you doing? \_\_\_\_\_

12. **DESIGNATED STRIKERS**

Are you currently working in your designated rating?

- [1] Yes (Go to Item 14)  
[2] No

Why are you not working in your designated rating? \_\_\_\_\_

What job(s) are you doing? \_\_\_\_\_

13. **NONDESIGNATED E-3s AND BELOW**

What job(s) are you currently doing? \_\_\_\_\_

14. Would the command have to find another person to do your job if you were not here?

- [1] Yes [2] No

15. In your present job, are you performing all of the same tasks that a man or a woman who was not pregnant would be performing?

- [1] Yes  
[2] No What tasks are you not performing? \_\_\_\_\_

16. Are you performing any tasks in your current job that pregnant women should not do?

- [1] No  
[2] Yes What tasks? \_\_\_\_\_

17. Have you experienced any medical problems connected with your pregnancy that have affected the types of jobs you can do?

[1] No

[2] Yes What problems? \_\_\_\_\_

18. In general, what kind of treatment have you received from your current immediate supervisor?

[1] Positive

[2] Negative

[3] Neutral (not positive or negative)

Your supervisor is:

[1] Male

[2] Female

19. In general, what kind of treatment have you received from your current female coworkers?

[1] Positive

[2] Negative

[3] Neutral (not positive or negative)

[4] Mixed (some positive, some negative)

[5] No female coworkers

Please give an example \_\_\_\_\_

\_\_\_\_\_

In general, what kind of treatment have you received from your current male coworkers?

[1] Positive

[2] Negative

[3] Neutral (not positive or negative)

[4] Mixed (some positive, some negative)

[5] No male coworkers

Please give an example \_\_\_\_\_

\_\_\_\_\_

20. Did you request a separation from the Navy as a result of your pregnancy?

[1] No, and I do not plan to

[2] No, but I plan to

[3] Yes, but the request was denied

[4] Yes, but I have not been notified yet

[5] Yes, and I will separate in the future (Go to Item 28)

21. Do you plan to reenlist?

[1] Yes

[2] No



22. When you left the ship, how much time was remaining in your sea duty tour?

       years             months

23. Do you expect to return to sea duty to complete your sea tour in accordance with Navy policy (that is, four months after your child is born)?

[1] Yes

[2] No      Why not? \_\_\_\_\_

24. Do you want to return to sea duty?

[1] Yes      Why? \_\_\_\_\_

[2] No      Why not? \_\_\_\_\_

25. Would you like to remain at this command doing what you are currently doing, after your baby is born?

[1] Yes      Why? \_\_\_\_\_

[2] No      Why not? \_\_\_\_\_

26. Do you think your supervisor would like to keep you?

[1] Yes      Why? \_\_\_\_\_

[2] No      Why not? \_\_\_\_\_

27. Would you like to return to the ship you were assigned to when you became pregnant?

[1] Yes

[2] No      Why not? \_\_\_\_\_

28. Have you made child care plans?

[1] No

[2] Yes      Who will take care of your child? \_\_\_\_\_

29. Did you plan this pregnancy?

[1] Yes (Go to Item 31)

[2] No

30. Were you using birth control when you became pregnant?

[1] No

[2] Yes      What method did you use? \_\_\_\_\_

Why do you think it failed to protect you? \_\_\_\_\_

31. Please write below any comments you wish to make about the subjects covered in the survey or about the survey itself.

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## **Distribution List**

**Chief of Naval Personnel (PERS-01W)**

**Chief, Bureau of Medicine and Surgery (MED-35)**

**Assistant Secretary of the Navy (OASN [M&RA])**

**Defense Technical Information Center (DTIC) (4)**

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